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GOVERNOR



PAUL W. RAINWATER
COMMISSIONER OF ADMINISTRATION

State of Louisiana
Division of Administration
Office of State Uniform Payroll

June 22, 2012

OFFICE OF STATE UNIFORM PAYROLL MEMORANDUM #2012-47

TO: All LaGov HCM Paid Agency Human Resources
and Employee Administration Staff

FROM: Andrea P. Hubbard
Director

SUBJECT: Employee/Employer Retirement System Rates for Fiscal Year 2012/2013

Listed below are changes to employer contribution rates effective the first payday of fiscal year 2012/2013 (pay period beginning 06/25/2012). If any employee or employer contribution rates change as a result of legislative action, an updated memo will be sent.

- LA State Employees' Retirement; see attachment
- Teachers' Retirement employer contribution rate changing from 23.70% to 24.50%
- State Police Retirement employer contribution rate changing from 55.90% to 68.60%
- Registrar of Voters Retirement employer contribution rate changing from 15.50% to 19.75%
- LA District Attorneys' Retirement employer contribution rate changing from 9.75% to 10.25%
- LA School Employees' Retirement employer contribution rate changing from 28.60% to 30.80%
- Sheriff's Pension and Relief Fund employer contribution rate changing from 12.50% to 13.25%

Retroactive adjustments processed in LaGov HCM will have the retirement contributions (employee and employer share) calculated based on the rate in effect for the period being corrected. All retroactive adjustments dated December 14, 2008 and prior require manual entries. Please contact the OSUP Wage and Tax Administration Unit (WTA) for assistance with adjustments. Retroactive adjustments that affect an Optional Retirement Plan (ORP) may also require special adjustments. Agencies must contact WTA if retroactively correcting an ORP.

A revised table listing all retirement plans and their employee/employer rates in effect for the 2012/2013 fiscal year is attached. This table replaces the table attached to OSUP Memorandum [2011-50](#).

If you have any questions, please contact a member of the OSUP WTA Unit at _DOA-OSUP-WTA@la.gov or (225):

Tracy Smith	219-0191	Wendy Eggert	342-0714
Tiko Ary	342-1651	Penny Jones	342-2053
Gary Bennett	342-1652	Cindy McClure	342-5346

APH:TLS/ral

FISCAL YEAR 2012/2013 RETIREMENT CONTRIBUTION RATES

	<u>LaGov HCM Plan Code</u>	<u>Employee Rate</u>		<u>Employer Rate</u>
		<u>Pre-Tax</u>	<u>Post-Tax</u>	
<i>State Retirement</i>				
State Employees' Hired before 07/01/06	LASE	7.50%		29.10%
State Employees' Hired on or after 07/01/06	LAS6	8.00%		29.10%
State Employees' Hired on or after 01/01/11	LAS1	8.00%		29.10%
Corrections Component 1	LC01	9.00%		34.00%
Corrections Component 2	LC02	9.00%		30.80%
Corrections Component 2 100% Vested Plan	LC40			30.80%
Wildlife & Fisheries Plan	LASW	9.50%		36.90%
Wildlife & Fisheries 100% Vested Plan	LW40			36.90%
LASERS Misc Plan/Legislative Plan	LAMP	9.50% - 11.50%		37.80%
Treasurer's Plan	LAST	7.50%		00.00%*
ORP-Great West Hired before 07/01/06	LAOG	7.50%		29.10%
ORP-Great West Hired on or after 07/01/06	LAG6	8.00%		29.10%
ORP-Great West Hired on or after 01/01/11	LAG1	8.00%		29.10%
LASERS DROP	LASD			
LASE 100% Vested	LA40			29.10%
LASERS Governor/Lt. Governor	LASG	11.50%		37.80%
LASERS Peace Officers	LCPO	9.00%		32.80%
LASERS Peace Officers 100% Vested	LP40			32.80%
LASERS Bridge Police Plan	LABP	8.50%		28.10%
LASERS Bridge Police Officer Plan 2	LAB6	8.50%		28.10%
LASERS Alcohol & Tobacco (Eff 07/01/08)	LATC	9.00%		30.10%
Lasers Hazardous Duty Employees (Eff 01/01/11)	LAHD	9.50%		28.00%
<i>Teachers' Retirement</i>				
Teachers' Retirement	TRSL	8.00%		24.50%
Non-Deferred Teachers' Plan	TRSN		8.00%	24.50%
ORP-Aetna Teachers' Plan	ORPA	8.00%		24.50%
ORP-TIAA Teachers' Plan	ORPT	8.00%		24.50%
ORP-VALIC Teachers' Plan	ORPV	8.00%		24.50%
TRSL DROP	TRSD			
TRSL 100% Vested	TR40			24.50%
<i>State Police Retirement</i>				
State Police Retirement	LSPR	8.50%		68.60%
State Police Retirement Hired on or after 01/01/11	LSP1	9.50%		68.60%
State Police Retirement DROP	LSPD			
State Police Retirement DROP – Return to Work	LSPW	8.00%		68.60%
State Police 100% Vested	LT33			
<i>Registrar of Voters Employees' Retirement</i>				
Registrar of Voters Employees' Retirement	ROVR	7.00%		19.75%
ROVERS DROP	ROVD			19.75%

FISCAL YEAR 2012/2013 RETIREMENT CONTRIBUTION RATES

	LaGov HCM Plan Code	Employee Rate		Employer Rate
		Pre-Tax	Post-Tax	
<i>District Attorneys' Retirement</i>				
District Attorneys'	LDAR		7.00%	10.25%
District Attorneys' Drop	LDAD		0.50%	10.25%
<i>School Employees' Retirement</i>				
School Employees' (sheltered plan)	LSER	7.50%		30.80%
School Employees' Hired on or after 07/01/10	LSE0	8.00%		30.80%
School Employees' Hired on or after 01/01/11	LSE1	8.00%		30.80%
LSERS DROP	LSED			
LSERS 100% Accrual	LE35			30.80%
<i>Sheriffs' Pension & Relief Fund</i>				
Sheriffs' Pension	SPRF	10.00%		13.25%
<i>Parochial Employees' Retirement System</i>				
Soil and Water Employees, Plan B	PARB	3.00%		10.00%
Soil and Water Employees, Plan B – DROP	PARD			10.00%
Plan A	PERS	9.50%		15.75%
Plan A – DROP	PERD			15.75%
<i>La. Deferred Comp Retirement</i>				
Plan 1, without state share	457R	7.50%		
<i>Social Security</i>			4.20%**	6.20%
<i>Medicare</i>			1.45%	1.45%

*The employer share for LASERS Treasurer's Plan (LAST) was changed to 0.00% in LaGov HCM effective 07/01/2011. Since there are no employees in the plan, LASERS was unable to create an actuarial calculation for the employer share.

**The reduced Social Security employee rate applies to calendar year 2012.

NOTE: Agencies should pay close attention to retirement plan codes used in the LaGov HCM system. The increasing number of retirement plan codes available and the similarity of some codes have created issues with employees being set up in the incorrect retirement plan in LaGov HCM.